



Durham PreK Update

February 2019



“School is not a preparation for life but is life”

-Carla Rinaldi



Durham PreK Goals

All Durham children, regardless of race, ethnicity or socioeconomic status, are reading on grade-level by the end of third grade.

Program Goals

- **Improve Classroom Instruction**
- **Support Family Engagement**
- **Build Capacity for High Quality**



Durham's Development of Universal PreK

Engaged the Community to Develop a Vision for PreK Expansion

Gathered Qualitative & Quantitative Data on the Supply and Demand

Committed Resources for Quality Improvement and Capacity Building

Review and Assess the System
Identify Assets and Support Needs

Support and Strengthen
Develop & Implement Improvement Strategies

June 2016

June 2018

November 2018

February 2019



Build System Capacity

The Work Moving Forward July 2018 – June 2020

Develop a Unified System for Expansion

Improve Program Coordination with Supportive Technology

Maintain Mixed Delivery System of Public and Private Providers

Establish Uniform Compensation Practices

Meet Standards for High Quality Programs

Support Teachers to Attain B-K Teaching Licenses

Grow Community Support

Develop an Accessible Navigation System for Families

Leverage and Expand Resources

Be Responsive to Families

Evaluate for Learning & Impact

Attain Diverse Enrollment

Improve PreK to K Transition for Children & Families

Build System Capacity

The Work Moving Forward July 2018 – June 2020

Develop an Accessible
Navigation System for Families

Be Responsive to Families

Attain Diverse Enrollment

Leverage and Expand Resources



Children and Families

Expanded Application
Process

Applications,
Developmental Screenings
and Placements

Rolling Admissions



Durham PreK Eligibility and Sliding Scale



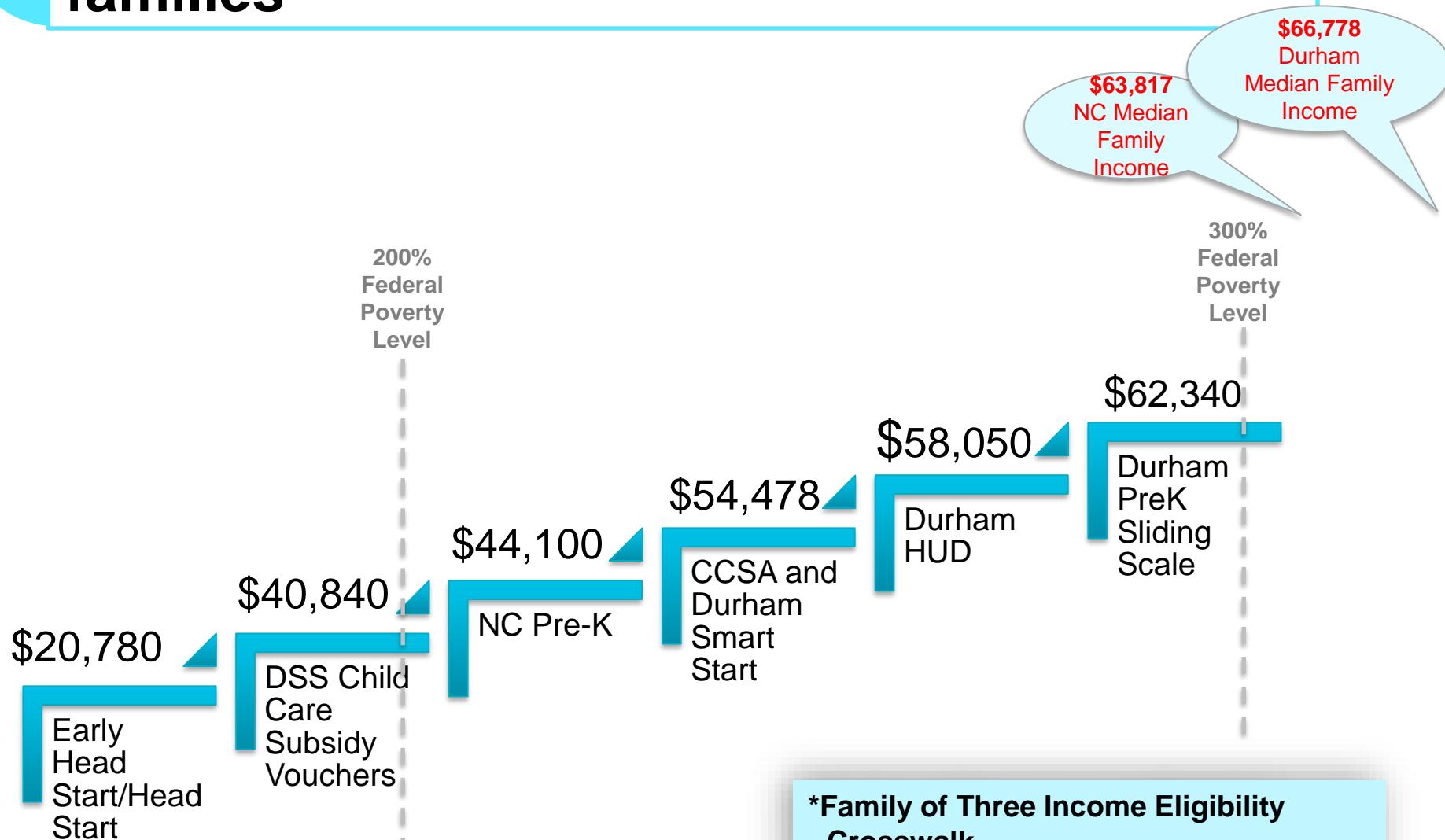
Adopted

Begin charging a parent fee at 300% Federal Poverty Level (FPL)

Charge parent fees on a flat percent of a family's gross monthly income

Implement a tiered system
4% at 300% FPL
7% at 350% FPL

Some programs' eligibility cutoffs are very strict, leaving out many of Durham's families*



Durham PreK Sliding Scale Formula



For Families at 300% FPL – Flat fee is 4% of gross monthly income

Family's gross monthly income x 0.04 =
Family's Monthly Fee

Example for family of 4 making \$76,000 annually

$\$76,000/12 \times 0.04 = \253.33

For Families at 350% FPL and above – Flat fee is 7% of gross monthly income

Family's gross monthly income x 0.07 =
Family's Monthly Fee

Example for family of 4 making \$88,000 annually

$\$88,000/12 \times 0.07 = \513.33

Example for Family of Four Durham PreK Fees

Federal Poverty Level	Gross Annual Income for Family of Four	Durham PreK Monthly Fee
200%	\$50,000	Free
250%	\$63,000	Free
300%	\$76,000	\$253
350%	\$88,000	\$513
400%	\$100,000	\$583
450%	\$113,000	\$659
500%	\$126,000	\$735

Durham PreK Eligibility and Sliding Scale Prioritizing Families up to 300% FPL

- Through SY 2019-2020 limit Durham PreK slots for families that qualify for the sliding scale to 30%
- Track application and enrollment data for future eligibility and sliding scale policies



Strong Interest / High Need



There are
6 low-income
preschool children
for every 1 currently
publicly-funded
preschool slot in
Durham County
(NC Pre-K, Head
Start, DPS)



Build System Capacity

The Work Moving Forward July 2018 – June 2020

Develop a Unified System for Expansion

Maintain Mixed Delivery System of Public and Private Providers

Establish Uniform Compensation Practices

Meet Standards for High Quality Programs



Durham PreK Lead Teacher Salary Schedule

Lead Teacher with B-K License

Follow DPS salary schedule

Use years experience on license for guidance on salary schedule

Lead Teacher working towards a B-K License

Follow DPI salary schedule for 0 years of experience

*Typical practice in public school systems for teachers with a lateral entry license

Lead Teacher Salary Schedule

2018 – 2019 Salary Schedule for Lead Teachers
Licensure Type: B-K License Months of Employment: 10

Years of Experience	State Base Pay	State Hourly Rate	Durham Supplement	DPS Total Salary	DPS Hourly Rate
0	\$35,000	\$20.35	\$4,900	39,900	\$23.20
1	\$36,000	\$20.93	\$5,040	41,040	\$23.86
2	\$37,000	\$21.51	\$5,180	42,180	\$24.52
3	\$38,000	\$22.09	\$5,320	43,320	\$25.19
4	\$39,000	\$22.67	\$5,460	44,460	\$25.85
5	\$40,000	\$23.26	\$5,600	45,600	\$26.51
6	\$41,000	\$23.84	\$5,740	46,740	\$27.17
7	\$42,000	\$24.42	\$5,880	47,880	\$27.84
8	\$43,000	\$25.00	\$6,020	49,020	\$28.50
9	\$44,000	\$25.58	\$6,160	50,160	\$29.16
10	\$45,000	\$26.16	\$6,300	51,300	\$29.83

Durham PreK Teacher Salary Supplement

Durham Pre-K will provide a monthly salary supplement equal to 80% of the difference between the lead teacher's years of experience and the base year (A02 on the DPS 2018-2019 salary table for all teachers with 3 or more years of experience)



Lead Teacher Salary Supplement Schedule Sample

Years of Experience	2018-2019 DPS Total Salary	Difference Between Years Experience and Base Year	80% School Year Salary Supplement	80% Monthly Supplement Payment
0	\$39,900	N/A	N/A	N/A
1	\$41,040	N/A	N/A	N/A
2	\$42,180	N/A	N/A	N/A
3	\$43,320	\$3,420	\$2,736.00	\$273.60
4	\$44,460	\$4,560	\$3,648.00	\$364.80
5	\$45,600	\$5,700	\$4,560.00	\$456.00
6	\$46,740	\$6,840	\$5,472.00	\$547.20
7	\$47,880	\$7,980	\$6,384.00	\$638.40
8	\$49,020	\$9,120	\$7,296.00	\$729.60
9	\$50,160	\$10,260	\$8,208.00	\$820.80
10	\$51,300	\$11,400	\$9,120.00	\$912.00

Meet Standards for High Quality Programs

- 18 Classrooms in the Pipeline
- 5 Classrooms active
- Weekly Technical Assistance
- Coaching on Instructional Strategies
- Professional Development
 - Community of Practice



Durham PreK Pipeline



Meet Standards for High Quality Programs

Durham PreK Pipeline

“To generate meaningful impacts, early learning experiences need to be rich and engaging.”

- Implementing a high-quality preschool program well
- offering compensation and support that attract and retain a highly qualified workforce;
- a program day that provides adequate, productive learning time and activities;
- Child assessments used to individualize learning



“Although preschool quality is important, even the highest quality preschool cannot inoculate children from the detrimental effects of poverty or poor elementary and secondary schools.”

Questions?



For more information, contact:



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The End

*Additional slides are to answer potential questions

Durham PreK Teacher Assistants Salary and Benefits

NC Pre-K	Durham PreK
<ul style="list-style-type: none">• No Specific Salary Recommendations for TAs Employed in Nonpublic School NC Pre-K Programs• Encouraged to Offer Competitive Salaries and Commensurate Benefits to Those Offered by Public Schools	<ul style="list-style-type: none">• Align with DPS TA Salary Schedule (12.75 per hr)• Encouraged to Offer Commensurate Benefits to those offered by public schools• Goal to reach Living Wage by SY 2020-21



Teacher Assistant Salary Schedule

	2018-2019 State Base Pay	2018-2019 State Hourly Rate	Years of Experience	2018-2019 DPS Salary	2018-2019 DPS Hourly Rate
Minimum	\$2,101.72	\$12.13	0	\$2,208.72	\$12.75
Maximum	\$3,339.15	\$19.28	1	\$2,208.72	\$12.75
Grade 56 on DPI			2	\$2,208.72	\$12.75
			3	\$2,208.72	\$12.75
			4	\$2,208.72	\$12.75
			5	\$2,208.72	\$12.75
			6	\$2,208.72	\$12.75
			7	\$2,208.72	\$12.75
			8	\$2,208.72	\$12.75
			9	\$2,208.72	\$12.75
			10	\$2,208.72	\$12.75

Durham's Rate Structure

(per child, per month for 10 months)

NC Pre-K	
Classroom	Total Reimbursement
5 star with B-K licensed teacher	\$944.00
5 star without B-K licensed teacher	\$924.00
4 star with B-K licensed teacher	\$883.00
4 star without B-K licensed teacher	\$873.00
DPS	\$320.00
Head Start	\$300.00

Durham PreK	
Classroom	Total Reimbursement
5 star with B-K licensed teacher	\$1250.00
5 star without B-K licensed teacher	\$1200.00
DPS and Head Start with B-K licensed teacher	\$1250.00
DPS and Head Start without B-K licensed teacher	\$1200.00

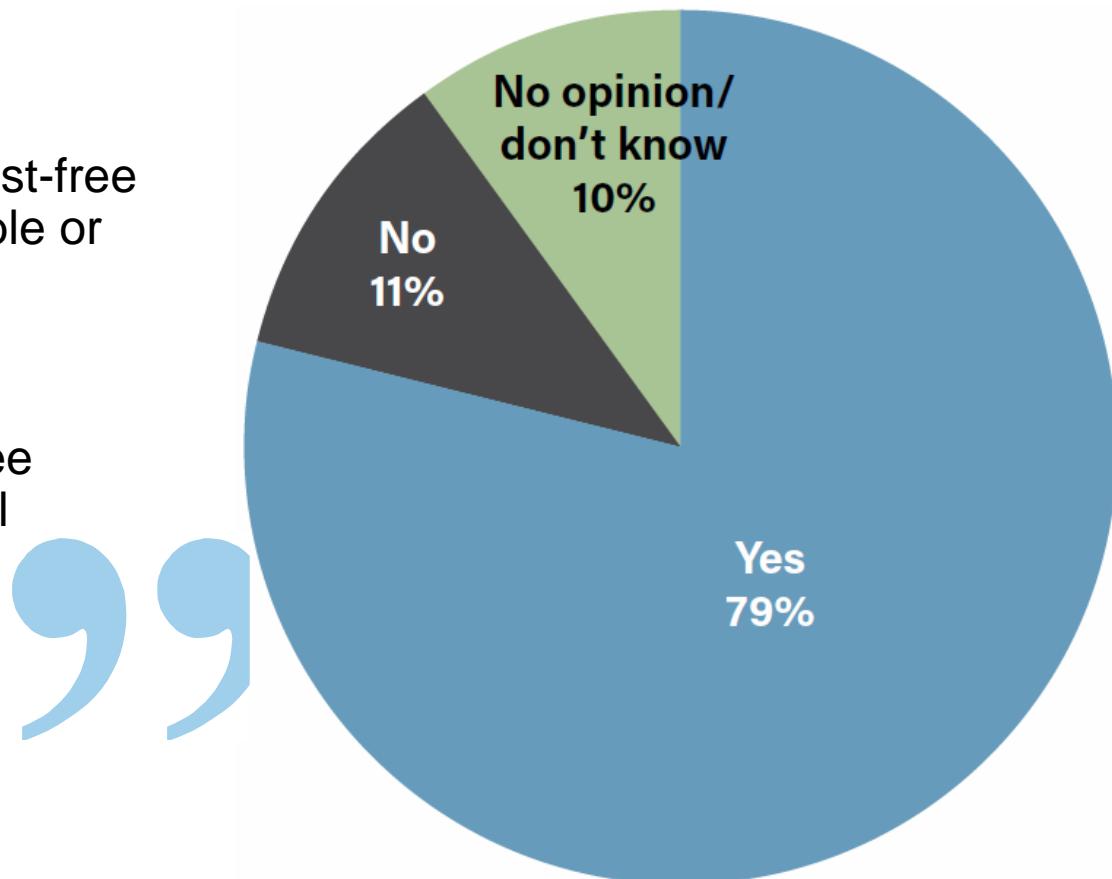


Interest in PreK Features- Cost

IF PRESCHOOL PROGRAMS ARE FEE-BASED, SHOULD PROGRAMS CHARGE BASED ON A SLIDING-FEE SCALE?

92% of parents rate cost-free preschool as desirable or essential

41% of parents rate free services as essential



Income Eligibility Crosswalk

Comparison of Common Guidelines for Subsidized Early Care and Education Programs



Family Size	A	B	C	D	E	F	G	H	I	J
	Early Head Start/Head Start	Early Head Start/Head Start "Near Poor" Allowance	DSS Child Care Subsidy Voucher Program for 6-12 Year Olds	DSS Child Care Subsidy Voucher Program for 0-5 Year Olds	NC Pre-K	Durham Smart Start TANF-eligible Subsidy	CCSA Durham Scholarship & Durham Smart Start non-TANF-eligible Subsidy	Durham HUD Income Limits- Low Income Category	Current 200% Federal Poverty Level	Current 300% Federal Poverty Level
One	100% Federal Poverty Level	130% Federal Poverty Level	133% Federal Poverty Level	200% Federal Poverty Level	75% State Median Income	85% State Median Income	Approximation of 85% Durham County Median Income	Approximation of 80% of Durham/ Chapel Hill Metro Area Median Income		
Two	\$12,140	\$15,782	\$16,040	\$24,120	\$27,300	\$30,936	\$33,720	\$45,150	\$24,280	\$36,420
Three	\$16,460	\$21,398	\$21,599	\$32,480	\$35,700	\$40,464	\$44,106	\$51,600	\$32,920	\$49,380
Four	\$20,780	\$27,014	\$27,159	\$40,840	\$44,100	\$49,980	\$54,478	\$58,050	\$41,560	\$62,340
Five	\$25,100	\$32,630	\$32,718	\$49,200	\$52,500	\$59,496	\$64,851	\$64,500	\$50,200	\$75,300
Five	\$29,420	\$38,246	\$38,277	\$57,560	\$60,900	\$69,024	\$75,236	\$69,700	\$58,840	\$88,260
Six	\$33,740	\$43,862	\$43,837	\$65,920	\$69,300	\$78,540	\$85,609	\$74,850	\$67,480	\$101,220

Eff. Jan. 2018

Eff. Jan. 2018

Eff. April 2017

Eff. April 2017

Eff. Oct. 2016

Eff. April 2017

Eff. April 2017

Eff. 2018

Eff. Jan. 2018

Eff. Jan. 2018